



South Placer Fire District

6900 Eureka Road
Granite Bay, California 95746
Phone (916) 791-7059 Fax (916) 791-2199

BENEFIT SUMMARY 2023		
	SAFETY EMPLOYEES	NON-SAFETY 40 HOUR EMPLOYEES
Education Incentive	2% Fire Officer Cert	
	2% Chief Officer Cert.	1% Business Certificate or Fire Mechanic Certificate
	4% AA/AS Degree	4% AA/AS Degree
	6% BA/BS Degree	6% BA/BS Degree
	Incentives max =12% applied to base salary	Incentives max =12% applied to base salary
Longevity Pay	5 Years of Service=1% of base salary annually	5 Years of Service=1% of base salary annually
	10 Years of Service=2% of base salary annually	10 Years of Service=2% of base salary annually
1% for each 5 yrs of service	15 Years of Service=3% of base salary annually	15 Years of Service=3% of base salary annually
	20 Years of Service=4% of base salary annually	20 Years of Service=4% of base salary annually
	25 Years of Service=5% of base salary annually	25 Years of Service=5% of base salary annually
	30 Years of Service=6% of base salary annually	30 Years of Service=6% of base salary annually
	35 Years of Service=7% of base salary annually	35 Years of Service=7% of base salary annually
	40 Hour Administrative Safety Employees same as Non-Safety 40 Hour Employees	
Uniform Allowance	\$1000/Each Yr + \$1000 additional after probation for Class A	\$1000/Each Yr + \$1000 additional after probation for Class A
125 Flexible Benefit Plan	\$1700.00/month allowance towards benefits (medical, dental, vision) (\$858.08 applied toward Medical)	\$1700.00/month allowance towards benefits (medical, dental, vision) (\$858.08 applied toward Medical)
	Any remaining amount not used on health benefits may be applied towards the medical or dependent care reimbursement accounts. Any unused amounts are forfeited.	
Vacation Leave	Safety-24 Hour Shift Employees	Administration Employees
	1-5 Years=13.26 hrs per month	1-5 Years=9.47 hrs per month
	6-10 Years=17.93 hrs per month	6-10 Years=12.81 hrs per month
	11 Years or more=22.59 hrs per month	11 Years or more=16.14 hrs per month
Vacation Leave	Safety-40 Hour Administrative Employees	
	1-5 Years=9.47 hrs per month	
	6-10 Years=12.81 hrs per month	
	11 Years or more=16.14 hrs per month	
Administrative Leave	Safety-40 Hour Admin Employees=120 hrs/yr-administrative leave	120.00 hrs/ yr-Business Manager position only
Sick Leave	Safety 24 Hour Shift Employees=14.00 hrs per month	10.00 hours per month
	Safety 40 Hour Administrative Employees=10.00 hrs per month	
Holidays	Safety 24 Hour Shift Employees=6% holiday pay in lieu of holidays	13 paid holidays=105 hrs/yr in lieu of holidays *
*option to cash out annually	Safety 40 Hour Administrative Employees=13 paid holiday or 105 hrs/yr in lieu of holidays *	
	Safety Shift Administrative Officers (BC'S)=6% Holiday pay in lieu of holidays	
PERS Retirement	3% @ 55 Classic, 2.7% @ 57 Pepra	3% @ 60 Classic, 2% @ 62 Pepra
	Classic: Employer pays employer share/Employee pays 12%	Classic: Employer pays employer share/Employee pays 11%
	Pepra: Employer pays employer share/employee pays 13%	Pepra: Employer pays employer share/employee pays 6.75%
457 Deferred Compensation Plan	Pre-tax contributions employer matched up to \$50/month	Pre-tax contributions employer matched up to \$50/month

24 Hour Shift Safety Positions

Battalion Chief
Captain
Engineer
Firefighter
Apprentice Firefighter

40 Hour Safety Administrative Positions

Fire Chief
Deputy Chief
Division Chief
Fire Marshal

40 Hour Non-Safety Positions

Administrative Assistant/Fire Inspector I
Journeyman Mechanic
Business Manager
Apprentice Mechanic
District Secretary